

Employee Burnout Leader Resource

Overview

Burnout is real, on the rise, and affecting our people and our business...but we can change that. As leaders of Amcor, you have the ability to lead and influence your team in our wellbeing journey. Amcor has collaborated with Limeade, our wellbeing partner for **strive**, to provide you with some leader resources.

What is burnout?

Burnout occurs when people have been **highly engaged** for a long time, without the personal skills and/or organizational support to maintain their **wellbeing**.

- It's harmful to individuals and organizations
- It's contagious
- It targets your most committed employees

Spotting burnout

Burnout can be spotted in conversation, work performance, physical signs and more.

EXHAUSTION

*I'm so tired
I feel depleted*

CYNICISM

*I'm so fed up
I just don't care
anymore*

INEFFICACY

*I'm not making
a difference*

Primary causes of burnout

- Overload – workload and time pressure
- Lack of support from managers
- Lack of participation in decision making
- Values disconnect
- Role conflict and ambiguity
- Lack of feedback
- Lack of fairness and equity

Burnout can lead to:

PERSONAL

- Lower productivity
- Stress-related health issues
- Increased substance abuse
- Anxiety, depression and decrease in self-esteem

ORGANIZATIONAL

- Reduced organizational commitment
- Absenteeism
- Intention to leave
- Actual turnover

What to do if you recognize burnout

1. Stay connected to your employees

Everyone needs a break to recover. Leaders should meet with their direct reports each week for one-on-one meetings – use this time to check on the employee's overall wellbeing and address any issues that arise as quickly as possible. Help employees prioritize projects and manage workloads on a regular basis.

2. Foster a wellbeing mindset

How people think about stressors has an impact on their ability to handle and recover from them.

- Cheer on your team. Managers are a major source of support which can help prevent burnout
- Encourage your team to join strive and participate in activities that will help them understand how to manage stress, learn when they are most productive and get re-energized about work

3. Build social connections

People are wired to be social. And the more we can rely on each other for support, the better off we are. Challenge employees to create a plan to connect with a friend, family member or colleague – walk and talk, get some fresh air. Help your team get to know each other.

4. Bring Amcor's values to the forefront

Helping employees connect to organizational values and find personal meaning in their work is key for burnout prevention. Does everyone know the values and the Amcor Way? Connect each employee's role to the values.

strive

Have you joined strive yet?

strive, powered by Limeade, is Amcor's wellbeing program that rewards you for taking steps to improve your life! Creating a healthy, caring culture within our organization is critical for our success.

Join today by downloading the Limeade ONE app or www.amcor.limeade.com

- Use the code 'Amcor' when registering